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**DECLARATION (37 CFR 1.63) FOR UTILITY OR DESIGN APPLICATION USING AN
APPLICATION DATA SHEET (37 CFR 1.76)**

Title of Invention EXPATRIATE ASSOCIATE SELECTION PROCESS

As the below named inventor(s), I/we declare that:

This declaration is directed to:

The attached application, or

Application No. _____, filed on _____

as amended on _____ (if applicable);

I/we believe that I/we am/are the original and first inventor(s) of the subject matter which is claimed and for which a patent is sought;

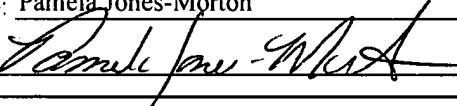
I/we have reviewed and understand the contents of the above-identified application, including the claims, as amended by any amendment specifically referred to above;

I/we acknowledge the duty to disclose to the United States Patent and Trademark Office all information known to me/us to be material to patentability as defined in 37 CFR 1.56, including for continuation-in-part applications, material information which became available between the filing date of the prior application and the national or PCT International filing date of the continuation-in-part application.

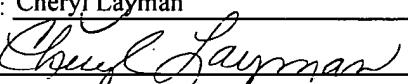
All statements made herein of my/own knowledge are true, all statements made herein on information and belief are believed to be true, and further that these statements were made with the knowledge that willful false statements and the like are punishable by fine or imprisonment, or both, under 18 U.S.C. 1001, and may jeopardize the validity of the application or any patent issuing thereon.

FULL NAME OF INVENTOR(S)

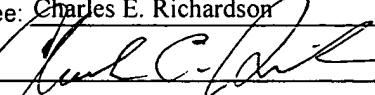
Inventor one: Pamela Jones-Morton

Signature:  Citizen of: USA

Inventor two: Cheryl Layman

Signature:  Citizen of: USA

Inventor three: Charles E. Richardson

Signature:  Citizen of: USA

Inventor four: _____

Signature: _____ Citizen of: _____

Additional inventors or a legal representative are being named on _____ additional form(s) attached hereto.

This collection of information is required by 35 U.S.C. 115 and 37 CFR 1.63. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 1 minute to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden should be sent to the Chief Information Officer

U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria VA 22313-1450. 60 NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA: 22313-1450.

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PTO/SB/81 (02-01)

Approved for use through 10/31/2002. OMB 0651-0035

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POWER OF ATTORNEY OR AUTHORIZATION OF AGENT

| | |
|------------------------|--|
| Application Number | |
| Filing Date | |
| First Named Inventor | Jones-Morton et al. |
| Title | EXPATRIATE ASSOCIATE SELECTION PROCESS |
| Group Art Unit | |
| Examiner Name | |
| Attorney Docket Number | HON 1448-049 |

I hereby appoint:

Practitioners at Customer Number



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Practitioner(s) named below:

| Name | Registration Number |
|---------------------|---------------------|
| Jeffrey S. Standley | 34,021 |
| Carol G. Stovsky | 42,171 |
| Alan T. McDonald | 28,099 |
| Vince Ciamacco | 46,626 |

as my/our attorney(s) or agent(s) to prosecute the application identified above, and to transact all business in the United States Patent and Trademark Office connected therewith.

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Standley Law Group LLP

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Country USA

Telephone (614) 792-5555

Fax (614) 792-5536

I am the:

Applicant/Inventor.

Assignee of record of the entire interest. See 37 CFR 3.71.

Statement under 37 CFR 3.73(b) is enclosed. (Form PTO/SB/96).

SIGNATURE of Applicant or Assignee of Record

| | |
|-----------|---|
| Name | Pamela Jones Morton |
| Signature |  |
| Date | 2/24/04 |

NOTE: Signatures of all the inventors or assignees of record of the entire interest or their representative(s) are required. Submit multiple forms if more than one signature is required, see below*.

*Total of 3 forms are submitted.

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SIGNATURE of Applicant or Assignee of Record

Name Cheryl Layman

Signature 

Date 1/27/04

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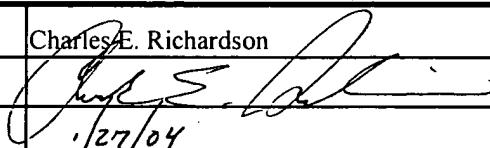
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Name Charles E. Richardson

Signature



Date 1/27/04

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